

# **State of Arizona**

## **Post School Outcomes (PSO) Survey**

**From PSO Survey to PSO Conversation: Strategies to  
Adjust to the New Questions and Other Changes**



Secondary Transition Team  
Exceptional Student Services  
Special Projects Unit  
Arizona Department of Education

# Session Outcomes

- Discuss Why There are Changes to the PSO Survey
- Review PSO Updates for the 2019 Data Collection Season
- Share Strategies and Resources for Administering the PSO Survey

# Indicator 14

Percent of youth who are no longer in secondary school, had IEPs in effect at the time they left school, and were:

1. enrolled in higher education
2. competitively employed
3. enrolled in postsecondary education or training
4. some other employment

within one year of leaving high school.

# 2019 Categories of Engagement (CoE) Definitions



Category of Engagement	Definition
Higher Education	<ul style="list-style-type: none"> <li>enrolled full-or part-time</li> <li>community college (2-year program)</li> <li>college/university (4-or more year program)</li> <li>1 complete term</li> </ul>
Competitive Employment	<ul style="list-style-type: none"> <li>average 20 hours a week</li> <li>90 days (cumulative) since leaving high school</li> <li>includes military employment</li> <li>worked for pay at or above the minimum wage while earning customary pay rate*</li> <li>setting with others who are non-disabled where interaction is at a level comparable to co-workers without disabilities who perform the same job description</li> <li>available benefits and opportunities for advancement as those without disabilities</li> </ul>
Other Postsecondary Education or Training	<ul style="list-style-type: none"> <li>enrolled full-or part-time</li> <li>education or training program (e.g., adult education, vocational technical school that is less than a 2-year program)</li> <li>1 complete term</li> </ul>
Other Employment	<ul style="list-style-type: none"> <li>worked for pay or been self-employed</li> <li>90 days at any time since leaving high school</li> <li>includes working in a family business (e.g., farm, store, fishing, ranching, catering services, etc.)</li> </ul>

\*A customary pay rate involves a former student compensated at the same wage rate as co-workers without disabilities for the same/similar job description.

# Why the Changes?

When reporting in the FFY 2019 SPP/APR, due February 2021, all States must report in alignment with the term “competitive integrated employment” and its definition, in section 7(5) of the Rehabilitation Act, as amended by WIOA, and 34 CFR §361.5(c)(9).

\*Until official announcement on March 1, 2019 from OSEP the expectation was that all States would align with the term CIE when reporting in the FFY 2018 SPP/APR, due February 2020.

# Customary Pay Rate

**(B) Is not less than the customary rate** paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills;

[34 CFR §361.5 \(c\)\(9\)\(i\)\(B\)](#)

# Benefits

(D) Is **eligible for the level of benefits** provided to other employees;

[34 CFR §361.5 \(c\)\(9\)\(i\)\(D\)](#)

# Level of Interaction

(B) Where the employee with a disability **interacts for the purpose of performing the duties of the position with other employees** within the particular work unit and the entire work site, and, as appropriate to the work performed, other persons (e.g., customers and vendors), who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these persons;

[34 CFR §361.5 \(c\)\(9\)\(ii\)\(B\)](#)



# Opportunities for Advancement



(iii) Presents, as appropriate, opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

[34 CFR §361.5 \(c\)\(9\)\(iii\)](#)

# Competitive Employment

## No changes to this previous criteria:

- An average 20 hours per week
- At least 90 days consecutive or cumulative
- For pay at or above minimum wage
- Setting with others who are nondisabled (integrated setting)

## What's new:

- Customary wages [34 CFR §361.5 \(c\)\(9\)\(i\)\(B\)](#)
- Benefits [34 CFR §361.5 \(c\)\(9\)\(i\)\(D\)](#)
- Level of Interaction [34 CFR §361.5 \(c\)\(9\)\(ii\)\(B\)](#)
- Opportunities for Advancement [34 CFR §361.5 \(c\)\(9\)\(iii\)](#)

# **PSO Survey Questions & Data Collection**

# The Arizona PSO Survey Hard Copy

## Two Places to Find It:

- [PSO Website](#)
- PSO App

## [Fillable PDF Version](#)



## ARIZONA'S POST-SCHOOL OUTCOMES (PSO) SURVEY

### GENERAL INSTRUCTIONS

The Post-School Outcomes (PSO) Survey web-based application is available through ADE Connect. Public Education Agency (PEA) personnel administering the PSO Survey can either use a hard-copy version of the survey protocol to record responses or the responses can be entered directly into the web-based application. Ultimately, all PSO Survey responses must be entered into the web-based application regardless of how the responses are initially recorded.

### Introductory Information

Record the name of the student: \_\_\_\_\_

Record the SSID of the student: \_\_\_\_\_

Record the name of PEA staff conducting the PSO Survey: \_\_\_\_\_

Indicate the person who responded to the PSO Survey:

- ☐ Student
- ☐ Family member (Name): \_\_\_\_\_
- ☐ State/local agency personnel (Name): \_\_\_\_\_

If you are unable to administer the survey, please indicate whether the PSO Survey was not applicable or not collected. NOTE: Only one type of exclusion can apply to each student.

#### N/A Exclusion:

It was not applicable to administer the PSO Survey to this student because (select one):

- ☐ Student is enrolled in high school
- ☐ Student is deceased
- ☐ Exit code was an error in AzEDS

#### Not Collected Exclusion:

The PSO Survey could not be completed because (select one):

- ☐ Respondent refused to participate
- ☐ No contact after three attempts
- ☐ Incorrect contact information
- ☐ Contacts not collected

# Why a Conversation?



A conversation can ensure the appropriate responses to the PSO Survey questions are accurately identified, which will allow the PSO application to recognize the appropriate engagement category.

# Making it a Conversation

## Strategies

- Recognize how the PSO Survey questions can connect to one another
- Example Follow-Up Questions
- Other Recommendations and Resources

# **PSO Survey Questions for Employment Category of Engagement**

# All WIOA Components

9. What is the company name?

10. Is this a large, well- known company? (Examples: Walmart, McDonald's, Home Depot, Fry's Food Stores)

**Skip Logic**



# Customary Pay Rate

7. Were you paid at least minimum wage at the time of employment? [NOTE: 2018 minimum wage was \$10.50 per hour, 2019 minimum wage increased to \$11.00]

13. Were you paid the same as other people who work in a similar job with the same skills, experience, and training?

# Benefits



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

14. In this job, did you receive benefits (such as group insurance like health, dental, vision, paid sick leave or vacation, social security, unemployment insurance, workers' compensation)?

# Level of Interaction

8. Describe the job you currently have or have had?

11. When doing your job did you interact or talk with co-workers without a disability to get your job done? [NOTE: Emphasis is on interaction with other employees, not supervisors or customers.]

# Opportunities for Advancement

12. In this job, were you eligible for (can you get) a pay raise or promotion?



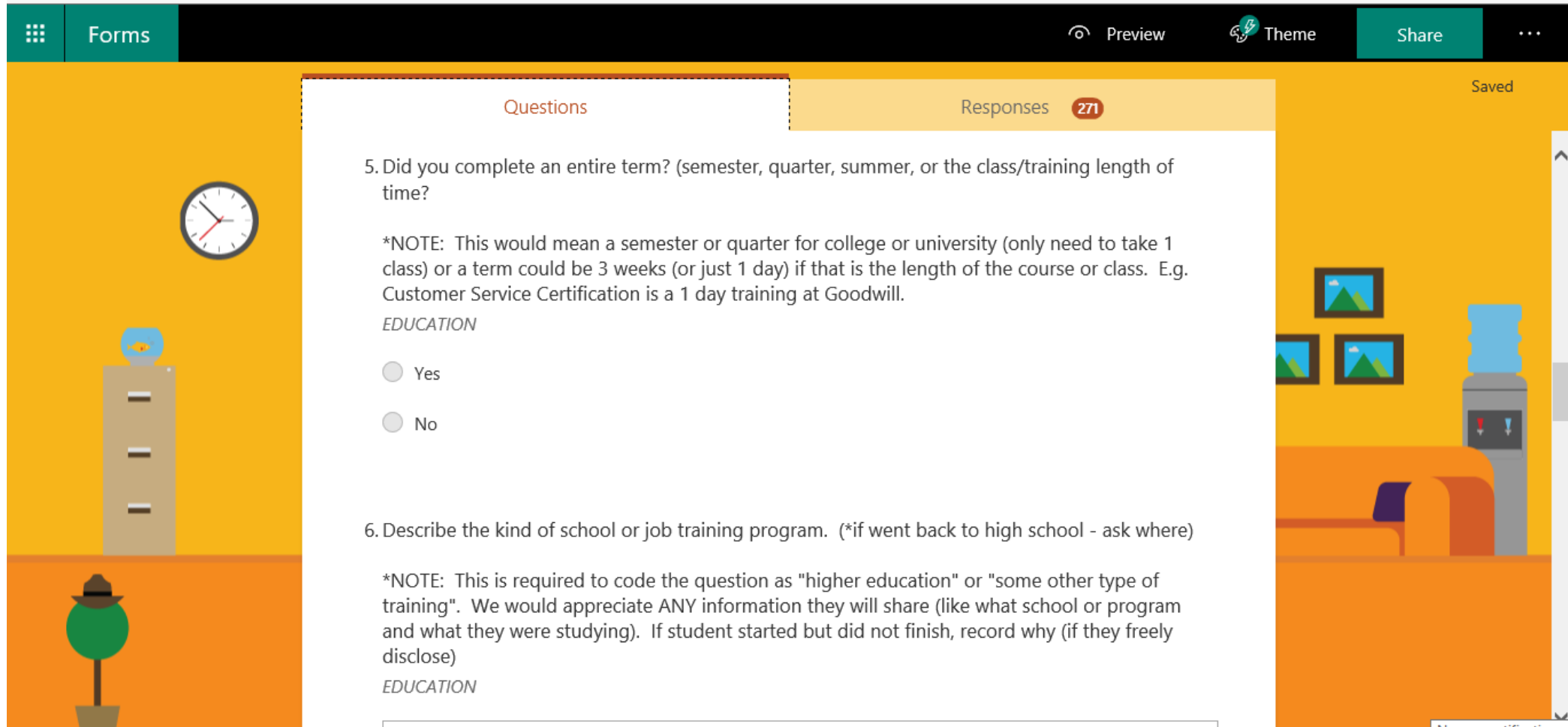
[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

# General PSO Recommendations

- "No Answer" responses can lead to wrong Category of Engagement
  - Ask follow-up questions
  - Use context clues
- Use the hard-copy during conversation
- PSO mentor at PEA
- Staff topics with your teams
- Reach out to ADE for support

- Started Early – April to May
- Changed our process from 1 district rep making all calls to school personnel making calls
- Created Office 365 Forms with survey questions
- Prompts for type of schooling and work were “open ended”
  - Allowed for collection of stories vs. category
- Shared data with admin before start of school

## Education



Forms Preview Theme Share

Questions Responses 271 Saved

5. Did you complete an entire term? (semester, quarter, summer, or the class/training length of time?)

\*NOTE: This would mean a semester or quarter for college or university (only need to take 1 class) or a term could be 3 weeks (or just 1 day) if that is the length of the course or class. E.g. Customer Service Certification is a 1 day training at Goodwill.

EDUCATION

☐ Yes

☐ No

6. Describe the kind of school or job training program. (\*if went back to high school - ask where)

\*NOTE: This is required to code the question as "higher education" or "some other type of training". We would appreciate ANY information they will share (like what school or program and what they were studying). If student started but did not finish, record why (if they freely disclose)

EDUCATION

No new notifications

## Employment




Forms

PreviewThemeShare

Questions

Responses271

Saved



10. Were you paid at least minimum wage? (\$10.50/hour 2018 or \$11.00/hour 2019)?

EMPLOYMENT

☐ Yes

☐ No




11. Can you tell me a little about your job?

NOTE: What is your job? Who do you work for? Do you get benefits? Is there an opportunity for a raise or promotion?

IF MILITARY: follow-up and see if they will tell you about the branch, when they left, where are they are stationed, etc.

EMPLOYMENT

Enter your answer





## Need Assistance

Forms

PreviewThemeShare

QuestionsResponses 271Saved

12. If NO education and NO employment - ask if the family or student would like some additional resources?

EXTRA QUESTIONS

☐ Yes

☐ No

☐ N/A

13. What do you need help with (employment, going back to school, getting a GED, referral to VR, etc.)

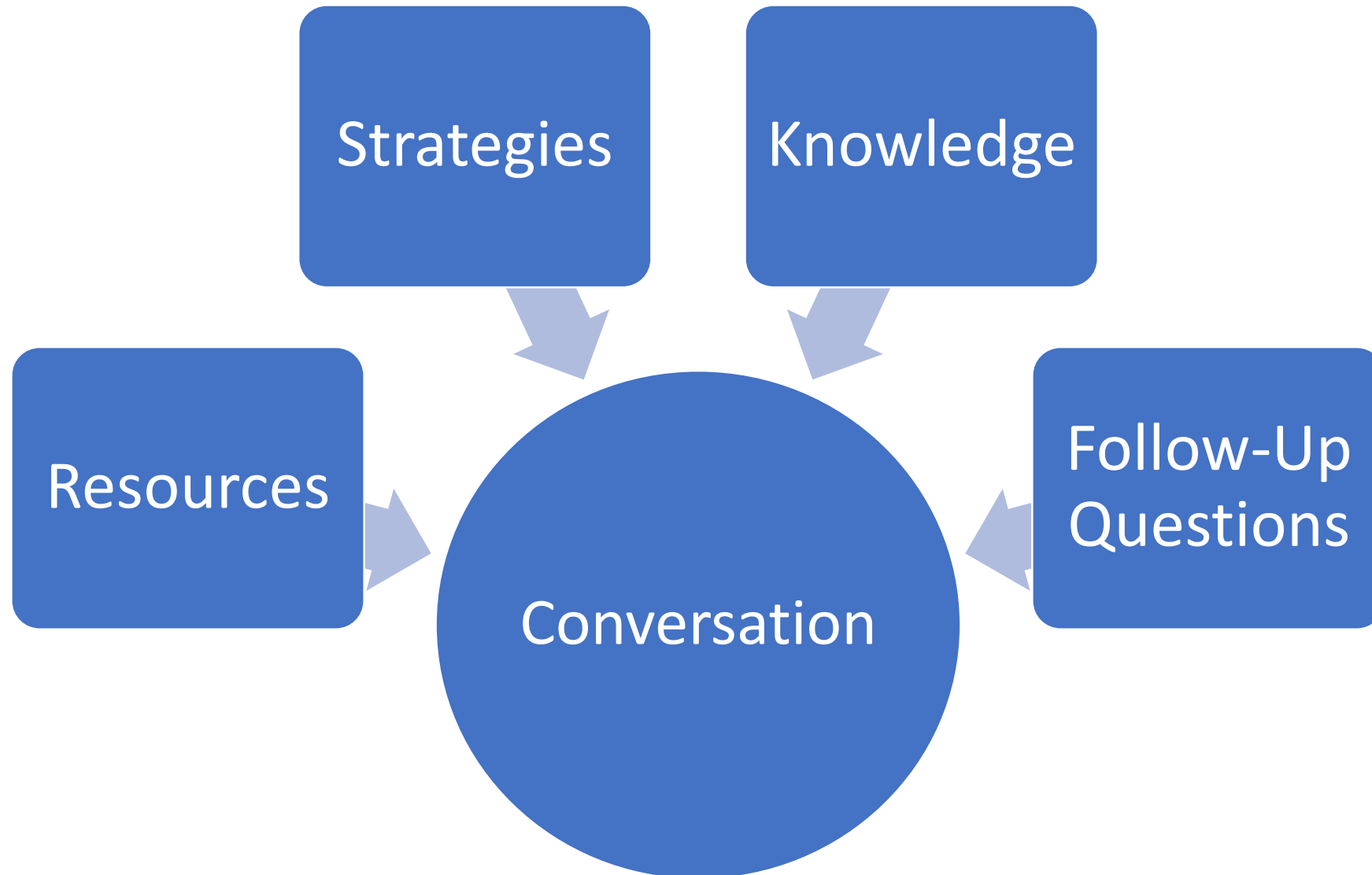
EXTRA QUESTION

Enter your answer

## Improving 2019 PSO Data

- Started early
- Reviewed & Analyzed Data from 365 Survey
- Developed plan for non-engaged students
- GoodWill, AZ WorkForce, Peoria Library & Community Center
- DDD, VR and Employment Services Vendor
- Scheduled for September 4<sup>th</sup> & 17<sup>th</sup>

# Summary



# PSO Focus Group



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

# Arizona's PSO Survey Resources

## Useful Resources

- [Definitions of PSO Engagement Categories](#)
- [Arizona's Current PSO Survey Questions](#)
- [PSO One Page Summary](#)
- [Labor Laws](#)
- [From PSO Survey to PSO Conversation Document](#)

For more resources, please visit our ADE PSO page at:

- <http://www.azed.gov/specialeducation/transition/post-school-outcomes/>

# PSO Contact Information



PSO E-mail

[PSOInbox@azed.gov](mailto:PSOInbox@azed.gov)

Lisa Adamu

[Lisa.Adamu@azed.gov](mailto:Lisa.Adamu@azed.gov)

Sam Gores

[Sam.Gores@azed.gov](mailto:Sam.Gores@azed.gov)

